**Table 1 - Variations in Response Rates across Participating Organizations**

|  |  |  |  |
| --- | --- | --- | --- |
| **HSC Trust** | **Potential Participants** | **Actual Participants** | **% Response Rate** |
| A | 90 | 37 | 41 % |
| B | 72 | 33 | 46 % |
| C | 76 | 28 | 39 % |
| D | 59 | 22 | 37 % |
| E | 64 | 24 | 38 % |
| Voluntary Sector | 19 | 18 | 95 % |
| Total | 380 | 162 | 43 % |

**Table 2 Pearson Correlation matrix of Resilience, MBI and AWLS subscales**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | Exhaustion | Depersonal | Personal Acc | Workload | Control | Reward | Community | Fairness | Values |
| 1 Resilience | 0.37\* | -0.10 | 0.52\* | 0.21\* | 0.22\* | 0.13 | 0.12 | 0.07 | 0.22\* |
| 2. Exhaustion |  | 0.38\* | -0.33\* | -0.62\* | -0.39\* | -0.35\* | -0.07\* | -0.24\* | -0.37\* |
| 3. Depersonal |  |  | -0.25\* | -0.26\* | -0.19\* | -0.12 | -0.08 | -0.09 | -0.21\* |
| 4. Personal Acc |  |  |  | 0.35\* | 0.32\* | 0.30\* | 0.09 | 0.20\*\* | 0.25\* |
| 5. Workload |  |  |  |  | 0.43\* | 0.39\* | 0.17\*\* | 0.22\* | 0.27\* |
| 6. Control |  |  |  |  |  | 0.44\* | 0.33\* | 0.32\* | 0.28\* |
| 7. Reward |  |  |  |  |  |  | 0.40\* | 0.51\* | 0.44\* |
| 8. Community |  |  |  |  |  |  |  | 0.44\* | 0.25\* |
| 9. Fairness |  |  |  |  |  |  |  |  | 0.40\* |
| 10.Values |  |  |  |  |  |  |  |  |  |

N=162, \* p<0.01, \*\* p<0.05. (2 tailed probability).

**Table 3** Multiple Regression Models Predicting Resilience

|  |  |  |  |
| --- | --- | --- | --- |
|  | Resilience | | |
|  | β | R2 | Adjusted R2 |
| **Model 1** |  |  |  |
| AWLS Workload | -0.832 | 0.585 | 0.404 |
| AWLS Control | 0.884 |  |  |
| AWLS Reward | -1.694 |  |  |
| AWLS Community | 1.632 |  |  |
| AWLS Fairness | -2.508 |  |  |
| AWLS Values | 2.034 |  |  |
| MBI Emotional Exhaustion | -0.329\*\*\* |  |  |
| MBI Depersonalisation | 0.398 |  |  |
| MBI Personal Accomplishment | 0.635\*\*\* |  |  |
| Age | 0.155 |  |  |
| Status1 |  |  |  |
| Sector1 |  |  |  |
| Experience1 |  |  |  |
| Employer1 |  |  |  |
| Rural/Urban1 |  |  |  |
| Caring Responsibilities1 |  |  |  |
| Religion1 |  |  |  |
| Post Qualifying Award 1-2 | 1.675 |  |  |
| Post Qualifying Award 1-3 | 10.328\* |  |  |
| Post Qualifying Award 1-4 | 0.424 |  |  |
| Post Qualifying Award 1-5 | 3.630 |  |  |
| Post Qualifying Award 1-6 | 4.619 |  |  |
| Post Qualifying Award 1-7 | 8.138\* |  |  |
| Qualifications 1 – 2 | 8.957\* |  |  |
| Qualifications 1 – 3 | 4.082 |  |  |
| Qualifications 1 – 4 | 2.689 |  |  |
| Gender | 3.756 |  |  |
| **Model 2**  MBI Emotional Exhaustion | -0.174\*\* | 0.415 | 0.376 |
| MBI Personal Accomplishment | 0.632\*\*\* |  |  |
| Age | 0.42 |  |  |
| Post Qualifying Award 1-2 | 3.013 |  |  |
| Post Qualifying Award 1-3 | 11.484\*\* |  |  |
| Post Qualifying Award 1-4 | 3.417 |  |  |
| Post Qualifying Award 1-5 | 3.506 |  |  |
| Post Qualifying Award 1-6 | 3.660 |  |  |
| Post Qualifying Award 1-7 | 7.863\* |  |  |
| Gender | 5.333\*\* |  |  |

\*\*\*p <0.001; \*\*p <0.01; \*p < 0.05*; 1= non-significant group variable result*

*Post Qualifying (PQ) Award Dummy variable, reference category 1 = no Post Qualifying Award*

|  |  |  |
| --- | --- | --- |
| PQ Bandg | 1 = no post qualifying award  1 compared to ‘2’ contributing credit PQ1 |  |
|  | 1 compared to ‘3’ contributing credit 2-6 |  |
|  | 1 compared to ‘4’ practice teacher award |  |
|  | 1 compared to ‘5’ full award UK framework |  |
|  | 1 compared to ‘6’ NI specific award |  |
|  | 1 compared to ‘7’ Other specialist level PQ award |  |